

INFORMATION EXCHANGE

August 1999

*Resources for JTPA
and WtW Programs*



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**The ETN can make a
world of difference -**



**for all your technical
assistance needs!**

The Employment Training Network (ETN) is here to provide your Job Training Partnership Act (JTPA) and Welfare-to-Work (WtW) programs with onsite, customized technical assistance, at no cost to your agency.

We have a lending library complete with materials on such relevant topics as Welfare-to-Work (WtW) and the Workforce Investment Act (WIA). Page six contains a list of our latest items!

The ETN can also provide travel reimbursement for your staff to go on site and gain first-hand knowledge of exemplary programs, including welfare-to-work agencies and one-stop career centers.

You'll find the customer service you receive to be "out of this world"! Please call Diane Coad at (916) 654-8896 for more information.



Capacity Building Update

The Capacity Building Unit (CBU) of the Employment Development Department (EDD) Job Training Partnership Division (JTPD) is dedicated to providing staff development, training and information exchange for California's workforce preparation partners. Training classes, as well as other services, are provided at no cost to JTPA-funded employment and training partners.

Training sessions are usually hosted by local Service Delivery Areas (SDA), or other employment and training partners, to reduce associated staff travel costs. Partners interested in hosting training must get permission from their respective Private Industry Council (PIC). Training sessions are also periodically arranged by the CBU and held in Sacramento.

The following is a partial list of the classes that are currently being offered by the CBU:

- *Welfare-to-Work Introduction
- *Managing Transition Workshop
- *One-Stop Facilitation Services
- *Facilitation Skills Workshop
- *Partnership and Team Building

Several pilot classes are also underway and will be offered in the very near future. These include: Welfare-to-Work Marketing; Job Retention and Wage Advancement Strategies for Low Skilled Workers; Special Client Populations and Welfare-to-Work Forms Preparation.

In addition, the CBU will be working with the California Workforce Association (CWA) as well as other partners to provide Workforce Investment Act (WIA) training and other capacity building activities, based on the recent survey conducted for all SDAs. Since the first training will be available this Fall, please watch for announcements.

For more information on CBU training or if you are interested in hosting one of the training classes, please call (916) 654-9819 or visit their website at:

www.edd.ca.gov/jtpacb.htm

1999 Workforce Policy and Leadership Conference

The California Workforce Association (CWA) is sponsoring the *Annual Meeting of the Minds in Monterey: Practical Dreamers* conference, to be held on September 21-23, 1999. This conference is different than most conferences in that it's more interactive, more dynamic, more thought provoking, more fun!

People vitally interested in the future of workforce development in California, including community leaders, elected officials, PIC leaders, One-Stop Center managers, county welfare directors, economic development professionals, labor leaders, EDD managers, and SDA administrators are welcome. Visit www.calworkforce.org for registration information or call (916) 325-1615.

Mark Your Calendars!

NETWORK Consortium - 1999 Annual Welfare-to-Work Conference

San Francisco-August 28-31, 1999

For information call: (703) 359-6200

U.S. Department of Labor Women's Bureau - "What WORKS for WOMEN - Workforce Invest- ment Act (WIA) and Perkins III - Creating New Opportunities"

Oakland-September 8, 1999

For information call: (510) 451-4000

County Welfare Directors Association 1999 Annual Conference - "Yesterday, Today, Tomorrow...New Opportunities!"

Santa Barbara-October 11-13, 1999

For information call: (805) 681-4485

Association of California School Administrators (ACSA) Annual Conference - "Imagine. Make Happen What You Believe"

Anaheim-November 11-13, 1999

For information call: 800-672-3494

1999 CalWORKs Partnerships Conference

Anaheim-December 15-17, 1999

For information call: (619) 292-2900 ext. 352

State Best Practices Plan for Welfare-to-Work Implementation

In an ongoing effort to assist all of California's local areas in effectively implementing the federal Welfare-to-Work (WTW) Program, the Employment Development Department (EDD) and California Department of Social Services (CDSS) are jointly visiting selected Service Delivery Areas (SDAs) and their related County Welfare Departments (CWDs). The purpose of these visits is to determine the extent to which coordination of federal Welfare-to-Work programs and funding streams is being achieved, and to share this information with the welfare-to-work community.

The visits are also designed to solicit concerns and ideas from the local level related to State and federal rules, regulations or statutes. Technical assistance will be provided, as appropriate, to assist areas to increase their performance and to help enhance local relationships by sharing of best practices.

Site selections were based on the following criteria: mix of rural and urban areas; mix of governance structures; coordination issues exist or best practices were noted; enrollment to date information was utilized; and geographic distribution was considered.

The local areas meeting this criteria and visited by CDSS and EDD are as follows: NoRTEC, Stanislaus, Butte, Fresno, Oakland, San Joaquin, Imperial, NOVA, Santa Clara, Sacramento, and San Diego.

The EDD and CDSS will prepare a "best practices" report detailing lessons learned as a result of these visits for release to all California SDAs/CWDs by September 30, 1999.

Portraits of Success Banquet

In recognition of Workforce Preparation Alumni Month, the State Job Training Coordinating Council (SJTCC) will be hosting the "Governor's Portraits of Success Banquet" on August 31, 1999, from 11:30 a.m. to 2:30 p.m. in Sacramento.

In addition to Job Training Partnership Act (JTPA) exemplary alumni, this year's event will honor alumni selections from Welfare-to-Work and other workforce preparation programs. As in past years, over 250 persons are expected to be attendance.

Please contact Sheri Visentin at (916) 654-6836 for more information.

Dress for Success = Enhanced Self Esteem

For low-income women transitioning to the workforce, *Dress for Success Yuba-Sutter* is the first step on the road to independence!

As a member of *Dress for Success Worldwide*, this local organization provides appropriate interview clothing and personal presentation education to low-income women seeking employment. The recipients of these services are women who have been referred from job training programs, homeless shelters, substance abuse programs and domestic violence shelters.

With support from an impressive list of corporate sponsors, including Avon and Bass Hotels and Resorts, local supporters including Soroptomists, Wal-Mart and J.C.



Penneys, as well as donations from local citizens, the organization is able to assist 40-70 clients per month.

When a women is referred to this program, she is treated to a personal consultation with Christi Lolmaugh, Program Coordinator. (Pictured here assisting a client) Christi provides one-on-one assistance with choosing appropriate job

interview attire, including accessories and make-up tips. Christi believes, "Making the client feel comfortable is of the utmost importance."

According to Pam Flaherty, the program's executive director, "Every woman can succeed when her self-esteem is lifted". Pam has spent innumerable volunteer hours organizing fundraising activities. Her vision for the future is to see an expansion of job search networking for clients and providing services to low income women who do not qualify for aid.

For more information on *Dress for Success Yuba-Sutter* call (530) 671-2911 or visit their website located at www.dressforsuccess.org. *Dress for Success Worldwide* California affiliations are also located in Los Angeles and Siskiyou County.

Workforce Investment Act - Implementation Update

The California Office of Workforce Investment (COWI) was established under the direction of Michael S. Bernick, Director of the Employment Development Department (EDD). COWI serves as the focal point for completion of the necessary preparatory work to implement the Workforce Investment Act of 1998 (WIA) in California.

This work includes local workforce area designation, development of the State WIA plan and establishing the new State Workforce Investment Board. Bringing together the necessary components and work products, the COWI staff will coordinate with external partners, departments, and other organizations in the implementation of the WIA in California.

To date, the COWI staff have developed an implementation plan and timeline for the Board and identified the partners to be involved in the development of the State Plan; developed a draft process and criteria for Local Board certification; sent letters to business associations and Chief Elected Officials of the existing 52 Service Delivery Areas (SDA), and labor representatives seeking nominations to the Board; sent letters to the Chief Elected Officials of existing SDAs requesting they submit their intent for area

designation; developed a local area designation package, including the criteria for designation and application forms; and led two issue paper workgroups covering integration of the Act with the Performance Based Accountability (PBA) System, and whether the EDD should seek designation as the State agency responsible for implementing the State list of eligible training providers.

COWI staff have presented the implementation plan and timeline to Health and Human Service Agency Directors; California Department of Education; Chancellor's Office of the California Community Colleges; Black Chamber of Commerce; AFL-CIO Conference; and County Welfare Directors Forum.

In order to meet the federal deadline for submission of the State Plan by April 1, 2000 and implementation of the reorganized workforce delivery system by July 1, 2000, the COWI staff continue to move forward by addressing issues which will create unique opportunities for the State and local areas to develop an employment and training system tailored to meet the needs of California's employers and workers in the 21st century.

Strengthening the Bridge - TANF and Welfare-to-Work Conference

On July 7, 1999, the Departments of Labor and Health and Human Services, together with the Employment Development Department (EDD), Department of Social Services (DSS), California Workforce Association (CWA) and the County Welfare Directors Association (CWDA) sponsored this one day conference in San Diego. The purpose was to identify barriers, solutions and successes in the current referral system of eligible Temporary Assistance for Needy Families (TANF) recipients to Welfare-to-Work (WtW) throughout Region IX.

Highlights included a keynote address by Raymond Bramucci, Assistant Secretary of Labor; remarks by Armando Quiroz, Regional Administrator, Region IX Employment and Training Administration, U.S. Department of Labor and Sharon Fujii, Regional Hub Director, Region IX, U.S. Department of Health and Human Services. Panels consisting of leaders from TANF and WtW agencies throughout Region IX were assembled to share their experiences with their programs on collaboration efforts and promising practices.

Results of this conference will soon be made available to all interested parties.

Tools of the Trade: A Catalogue for Workforce Professionals

This catalogue includes 850 descriptions of courses, books, web sites, reports, and sample materials designed to help Workforce Investment staff and partners learn what they need to know to do their jobs. The information is available on a web site hosted by America's Learning eXchange (ALX), a new tool in America's Career Kit.

Tools of the Trade offers an easy and convenient way to find curriculum and other learning resources in the public domain that you can use or adapt, and locate providers that offer the learning opportunities you want; use the One-Stop Competencies Matrix to determine your learning needs and design a training plan; search for training designed to reflect the Workforce Investment Act, or other topics, using keyword searches; connect with others who have experience in developing training resources for One-Stop staff.

To access *Tools of the Trade*, point your web browser to www.alx.org/wfd.html. For general questions, or to order a print copy of Tools of the Trade, contact Alisa Tanaka at Technical Assistance and Training Corporation, (202) 408-8282 or tanakaa@tatc.com.

Yolo County Merges Welfare and Employment Services Departments

“Doing Right By People,” the catch-phrase of the County of Yolo, has been fittingly demonstrated as staff talents and program resources were recently combined as a result of the official merger of the Yolo County Department of Social Services (DSS) and Community Partnership Agency (CPA).

The County Board of Supervisors approved the move and named the new department the Yolo County Department of Employment and Social Services (DESS). Meg Sheldon, long-time DSS chief, was appointed its new director. Alex Laiewski, head of CPA, was appointed the department’s deputy chief.

The merge effort began in earnest more than a year ago with a recommendation by both department heads that such a move would be beneficial to the people utilizing services provided by DSS and CPA. With approval of the Yolo County Board of Supervisors, the departments went to work on the project. A “Merge Team” was formed to develop recommendations for a merged service delivery system. A number of conferences were conducted where One-Stop opportunities, financial management, staff development, and case management services were redesigned to fit the needs of the new organization.

While the new department is officially merged, the “fine tuning” continues. An “Implementation Team” was selected and is working to make the change quickly and effectively. Welfare-to-work training of the entire staff is scheduled to be completed by August 15.

For more information regarding the new department and the merger process, call (530) 661-2900.



Meg Sheldon, Director, and Alex Laiewski, Deputy Chief, Yolo County Department of Employment and Social Services (DESS)

SETA Teams with DHA for Welfare-to-Work Successes

The Sacramento Employment and Training Agency (SETA) and the local welfare department (Department of Human Assistance [DHA]), enjoy an excellent working relationship resulting in positive outcomes for everyone!

This collaboration did not happen overnight. Several years ago, SETA and the Private Industry Council (PIC) along with DHA and other social service and education entities formed the Welfare Reform Steering Committee to address emerging issues in welfare reform. Staff was then co-located in neighborhood service centers and One-Stop Career Centers. The establishment of “neighborhood” based career centers assisted in the implementation of both CalWORKS and Welfare-to-Work (WtW). There are now fifteen One-Stop career centers known as Sacramento Works Career Centers in Sacramento County. These centers are hosted by a variety of agencies including SETA, DHA, school districts, the Employment Development Department (EDD), and community-based organizations.

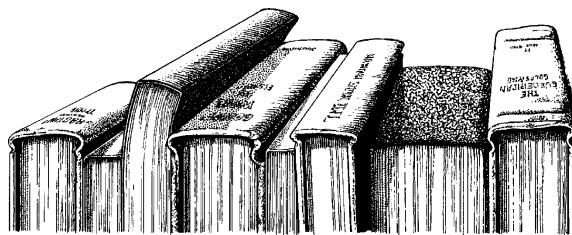
The success of the Sacramento WtW programs is reflected by impressive statistics. Of the 935 enrollments, 360 are in subsidized work activities, 114 have been placed in unsubsidized employment, and the remaining participants are in job readiness activities and case management at the local career centers. In a continuing effort to combine work and learning, SETA is utilizing WtW funds to support work experience and limited internship positions with public and private sector employers.

Job placement and retention services are provided by SETA in partnership with program providers and the DHA at the Sacramento Works Career Centers. These services include counseling; access to support services; tuition payment; and referrals to basic skills and GED.

SETA has also implemented an Individual Training Account (ITA) pilot program through the career centers. This project, funded with Job Training Partnership Act (JTPA) and WtW funds, will establish a solid foundation for implementation of ITAs under the Workforce Investment Act (WIA) legislation. For information on the ITA pilot program, call Bette Blanchard at (916) 263-0566.

Contact Christine Welsch at (916) 263-3866 for implementation information of WtW and CalWORKS in career centers and Ge Dedeoglou at (916) 263-3929 for information about the Sacramento WtW program.

Check It Out!



The resource materials listed below are available for loan from the ETN library. Please call (916) 654-8386 with your requests.

WIA

A Better Workforce, A Brighter Economy, What Officials Need to Know About the Workforce Investment Act, National Association of Counties, National League of Cities **(J1853)**

A Guide to the Workforce Investment Act of 1998, National Association of Private Industry Councils **(J1859)**

WELFARE REFORM

Making Work Pay Better than Welfare: An Early Look at the Self-Sufficiency Project, Social Research and Demonstration Corporation **(J1827)**

When Financial Incentives Encourage Work, Complete 18-Month Findings from the Self-Sufficiency Project, Social Research and Demonstration Corporation **(J1830)**

Work First, How to Implement an Employment-Focused Approach to Welfare Reform, Manpower Demonstration Research Corporation **(J1839)**

Building Knowledge to Improve Social Policy, Welfare and Income Security, Education, Employment and Community Initiatives, Manpower Demonstration Research Corporation **(J1840)**

Temporary Assistance for Permanent Change: What You Need to Know About Welfare Reform, New York State Office of Temporary and Disability Assistance (Video) **(J1863-AV)**

Counties and the New Welfare Law, National Association of Counties (Video) **(J1864-AV)**

Yes I Can: Working Toward A Better Future, New Jersey Department of Human Services, Division of Family Development (Video) **(J1865-AV)**

TANF

Designing and Administering a Wage-Paying Community Service Employment Program Under TANF, Some Considerations and Choices, Manpower Demonstration Research Corporation **(J1841)**

WELFARE-TO-WORK

Job Placement & Retention Kit, Strive Chicago Employment Service **(J1833)**

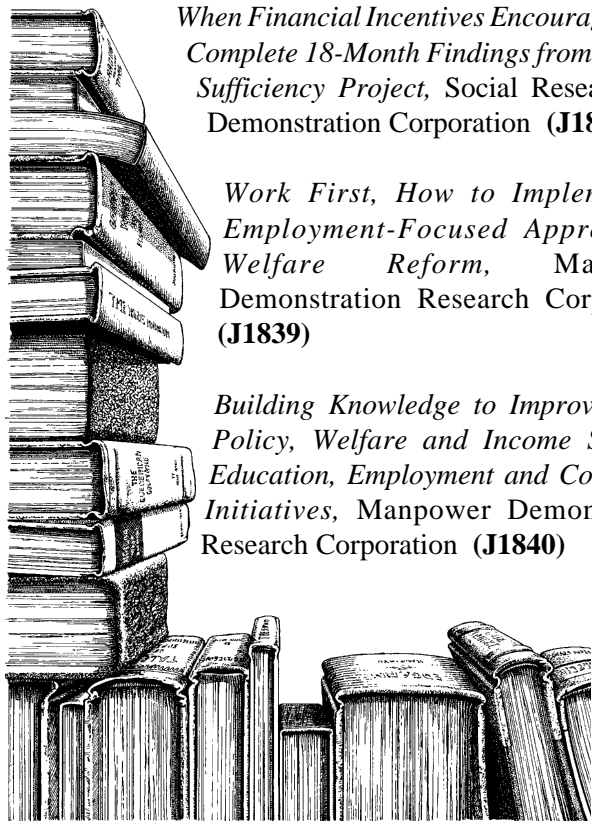
Welfare to Work Toolkit, U.S. Small Business Administration **(J1834)**

After AFDC, Welfare-to-Work Choices and Challenges for States, Manpower Demonstration Research Corporation **(J1838)**

How to Help Welfare Clients Get Jobs They Will Keep!, OMTI Professional Development Services (Video) **(J1860-AV)**

How to Develop, Design and Deliver Classroom Training that Motivates Welfare Clients, OMTI Professional Development Services (Video) **(J1861-AV)**

Making Welfare-to-Work Work in One-Stop Career Centers, OMTI Professional Development Services (Video) **(J1862-AV)**



AUGUST 1999

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
2	3 <div>Case Management I* Oakland</div>	4	5	6
9 <div>EEO Training Long Beach</div>	10	11 <div>Presentation Skills Sacramento-SETA</div>	12 <div>Advanced Presentation Skills Sacramento-SETA</div>	13
16	17 <div>JTPA Closeout Sacramento</div>	18 <div>Case Management I San Joaquin County</div>	19	20
23	24 <div>Facilitation Training Long Beach</div>	25	26	27
30	31 <div>Facilitation Training Long Beach</div>	1		

*For information on training in shaded boxes call Capacity Building Unit at (916) 654-9819 or visit www.edd.ca.gov/jtpacb.htm

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THE EMPLOYMENT TRAINING NETWORK

Resources for JTPA programs

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The Employment Training Network is an information dissemination project which provides one-to-one consultations, staff workshops and resources exclusively for California's Job Training Partnership Act (JTPA) and Welfare-to-Work (WtW) programs. Through statewide networking, the Employment Training Network staff is able to offer diverse technical services using consultants in a variety of JTPA and WtW related areas. SDAs/PICs and their contractors may benefit from the following services, free of charge:

- **consultant services** - to enhance staff's skills, knowledge, and motivation
- **program site visits** - staff reimbursement provided for travel expenses
- **resource library** - up-to-date books, manuals and videos in a multitude of topics on loan for three weeks
- **referrals** - to other employment and training programs
- **Information Exchange newsletter** - informative newsletter announcing upcoming workshops, new resources, etc.

The Employment Training Network technical assistance services are available upon request to SDA/PIC staff members or contractors operating JTPA and WtW programs. ETN staff: Diane Coad, Project Manager and Janine Cota, Administrative Assistant. **JTPA and WtW funded agencies may receive Employment Training Network services by calling (916) 654-8896.**

EDD is an equal opportunity employer/program.